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ABSTRACT

This report contains information on the qualifications for different salary categories established for teachers in the various provinces of Canada. The data for the report was provided by the provincial member associations of the Canadian Teachers' Federation in response to a questionnaire. The introduction contains information on salary classification schemes, vocational categories, and training. The report is divided into three main parts. Part one describes in detail salary categories for teachers with general or academic credentials. Part two describes in detail salary categories for teachers with vocational credentials. The final part outlines secondary school leaving equivalences and probable salary category assessments that would be granted to academic teachers moving from one province to another. Tables are included. (RC)

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C-76201

SALARY CATEGORIES FOR CANADIAN TEACHERS

1976

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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INTRODUCTION

This report has been prepared to answer requests from teachers for information on the qualifications required for different salary categories established for teachers in different provinces.

Information for the report was provided by the provincial member associations of the Canadian Teachers' Federation in response to a questionnaire. The questionnaire asked respondents to outline salary categories in terms of the certificates and degrees awarded in their own provinces and in terms of the minimum number of years of study (counting from Grade 1) needed to attain each category.

The report is divided into three main sections, Part I, which describes in detail salary categories for teachers with general or academic credentials; Part II, which describes in detail salary categories for teachers with vocational credentials; and Part III, which outlines secondary school leaving equivalences and probable salary category assessments which would be granted to academic teachers moving from one province to another.

Development of Salary Classification Schemes

For many years, the salary scales used for paying teachers have been based almost exclusively on a combination of preparation and experience. Most scales have from six to eight preparation levels, with each level usually representing an additional year of training above the minimum. The definitions of a "year of training" developed in each province are closely related to that province's pattern of education and the certification scheme.

In the four Atlantic provinces salary categories and certification levels are identical. Once a teacher knows the name and number of the certificate being granted he also knows the salary category to which he is entitled.

In the provinces from Quebec west, however, the salary classification schemes are separate from the certification schemes. In some cases, evaluation for salary purposes is carried out by a separate agency. In general, there are more salary categories than certificates. The separation of salary classification and certification has resulted from changes in grant systems and from reinterpretation of the purpose of certification.

Classification Agencies

At one point in time, particularly in the provinces from Quebec west, salary classification was a matter for collective negotiation between local school boards and teachers. While in theory this is still the case, in fact there has been a trend toward province-wide standardization of categories. As previously noted, in the Atlantic provinces the certification levels are the salary categories. In Saskatchewan, salary categories are established by regulation of the department of education, on the advice of a Board

representing teachers, trustees and the department. In Quebec salary classification has been established by regulations and decisions of the department of education, following centralization of the classification process.

Classification in Alberta is handled centrally, by the Teacher Qualifications Service, which is administered by the Alberta Teachers' Association, but for which policy is determined by a board representing teachers, trustees, the universities and the department of education. The agreements between teachers and local school boards specify that the decisions of the Teacher Qualifications Service will be accepted.

In the remaining provinces, British Columbia, Manitoba and Ontario, salary categories are established at the local level through negotiation. However, there is a strong trend toward centralization in these provinces also. In Manitoba salary categories are established through the grant regulations of the department of education. Local variations are mostly to be found in regard to classification of vocational teachers.

In Ontario two agencies have been set up to classify teacher qualifications. These are the Certification Board, sponsored by the Ontario Secondary School Teachers' Federation, and the Qualifications Evaluation Council, sponsored by the Ontario teacher associations: the Association des enseignants franco-ontariens, the Federation of Women Teachers' Associations of Ontario, the Ontario English Catholic Teachers' Association, and the Ontario Public School Men Teachers' Federation. The evaluations by the OSSTF Board have been generally accepted for some time now. The evaluation system of the Qualifications Evaluation Council, a newer agency, is still in the process of being adopted by local school boards. An older system of classification is in use by some boards. Thus there is still considerable variation from board to board in Ontario.

In British Columbia, categories were at one time handled by the department of education because they formed part of the grants system. When the grant system was changed, the teachers and trustees jointly created an agency, the Teacher Qualification Service, to advise boards and teachers on categories. While the categories assigned centrally are basically those used in local agreements, some variation is to be found, particularly in the area of vocational credentials.

The situation in the two territories is a little different, since neither has a general teacher education program of its own. Teachers are drawn from various parts of Canada. The Yukon has a certification system which functions also as a salary classification scheme. The Northwest Territories does not at present have a system of certification. However, it does have salary categories.

In all cases where there is a separate agency for salary classification, it is a fundamental principle that no evaluations will be made until the teacher's certification status has been cleared by the department of education.

Comparability of Provincial Classification Schemes

Since classification schemes are closely related to the provincial educational patterns, there is usually not much problem in evaluating teachers who have taken all their training in the province in which they enter teaching, although individuals might occasionally encounter problems regarding such matters as the counting of theology or religion courses, the requirement that courses taken lead to a degree, or the requirement that a degree be obtained before a higher category can be awarded.

These and similar requirements are departures from the strict "years of training" principle that underlies most salary classification systems and are meant to ensure that additional training taken by a teacher is of an advanced quality and relevant to work in education. The Ontario systems depart even further from the "years of training" principle. A higher category in Ontario does not necessarily represent a full year of additional training. It may, instead, indicate concentration in a major subject or the obtaining of honour standing.

The close relationship of salary categories to the provincial educational system and internal rules which restrict the application of the "years of training" principle often present difficulties to a teacher moving from one province to another. Comparative evaluation of length of training presents a sufficient problem in itself to warrant separate discussion and will be considered in detail in the next section. But even where training lengths are comparable, teachers may still be unable to qualify for the category which might appear warranted on the basis of length of training alone. For example, Ontario requires that a degree, to be acceptable, must contain at least fifteen full academic courses. British Columbia accepts no equivalents for a Master's degree. Courses taken at community colleges, through correspondence or in other ways may not be counted, particularly if they have not been accepted for credit by a university.

In view of the intricacies of specific rulings within the general classification systems, teachers would be well advised to check their salary classification, as well as their certification status, before moving to another province. They should also note that there may be variations within provinces as to the qualifications acceptable for university entrance, certification and classification.

Interprovincial Comparisons of Length of Training

Since both certification and salary classification are based upon training leading to a university degree, a primary consideration in evaluating the length of training of a teacher from another province is the secondary leaving credential from that province which is regarded by the new province as comparable to the credential required of students entering university directly from high schools in the province. Up until about 1965 there was an approximate system of grade equivalents accepted by universities across the country for senior, and in some cases, junior matriculation. The following equivalences were used:

	PROVINCE									
	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.
Sr. M.	13	12	12	12	13	12	13	12	13	1st yr. univ.
Jr. M.	12				12	11	12	11	12	11

Subsequently, however, changes were made in the educational systems of B.C., Quebec, and New Brunswick which cast doubt on this old pattern of senior matriculation equivalences. B.C. dropped its Grade 13 and announced that its Grade 12 was equal to all Grade 12's across the country. New Brunswick adopted a new curriculum which it claimed brought its Grade 12 program to parity with Grade 12 programs across the country. Quebec interposed a two-year collegial program between high school and university (increasing the length of time to a first degree by one year.) In addition, Prince Edward Island and the Yukon have adopted policy that Grade 12's across the country are equal.

These changes in effect destroyed the old system of equivalents. At the present time, a number of provinces have adopted a new set of equivalents accommodating these changes. Judging from these changes, the following new set of equivalents is emerging:

	PROVINCE OR TERRITORY											
	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	P.E.I.	Nfld.	N.W.T.	Y
Sr. M.	12	12	12	12	13	1st year CEGEP	12	12	12	1st year univ.	12	12

Not all institutions have accepted this pattern as yet. For example, the Manitoba Department has not so far recognized the change in New Brunswick. Quebec is still using essentially the original Jr.-Sr. Matric. system of equivalents. The Ontario classification agencies do not recognize New Brunwick and British Columbia Grade 12's as equal to Senior Matriculation, although a number of Ontario universities do. And so on. Another point to consider is that the new system of equivalences may be used for recent graduates, but the old system for credentials granted before introduction of the new system. (Alberta's evaluations of B.C. credentials are an example.)

It should be noted that the British Columbia Teacher Qualification Service has made an important decision regarding evaluation of Ontario credentials. After September 1, 1976, Ontario trained teachers will not receive classification credit for Grade 13. The general effect will be to

give Ontario teachers an evaluation one category less than under current practices. For example, a teacher with a 3-year degree and a year of professional training will after September 1 be classified at Category 4, not Category 5. This decision is a departure from previous policy that all Grade 12's are equal. It has resulted from the decision of the B.C. universities not to grant advanced placement for Grade 13 and from a study of the current Ontario educational structure.

Vocational Categories

One of the more confusing problems in salary categories is the assignment of salary categories to vocational teachers. The situation is complex, not only because there is a greater variety of ways in which training may take place, but also because supply and demand considerations have influenced placement of vocational teachers within category systems.

There is also much greater variation across the country in the treatment of vocational teachers. In some provinces vocational teachers are treated quite differently from academic teachers, do not form part of the teacher bargaining unit and work under a different salary scale (e.g., P.E.I., Yukon). In other provinces, vocational training is integrated with general university programs for teachers and there is no differentiation in scales, bargaining unit or certification (e.g., B.C., Alberta). Elsewhere, training for initial certification may take place in non-university institutions, but is then equated with the training of academic teachers for payment of salaries (e.g., Ontario, Manitoba).

Because of the confusion in the vocational area, respondents were asked not only to outline the requirements for vocational categories (where they exist) but also to answer some additional questions regarding the initial certification, mobility and upgrading of vocational teachers.

Table A shows on a condensed comparative basis the salary category information for vocational teachers which is described in more detail in Part II. This table suggests that there is considerable variation across the country, as to the evaluation given vocational teachers who would appear to hold roughly comparable qualifications. For example, in Ontario, a vocational teacher with Grade 12, wage-earning experience and teacher training is equated with an academic teacher who has Grade 13, a Bachelor's degree and teacher training. By contrast, in Saskatchewan a vocational teacher with Grade 12, a Journeyman's Certificate and a year of teacher training is equated with an academic teacher who has completed three years of a B.Ed. program. In Alberta, the same teacher is classified one category lower.

The additional questions covered in the special questionnaire covered the following points:

To what extent is non-university training counted in classifying vocational teachers?

Table A. Equivalence of Vocational Salary Categories Based on Years of Schooling Excluding Credit for Journeyman Standing

Years of Schooling Excluding Journeyman Standing	B.C.	Alta.	Sask.	Man.	Ont. Elem.	Ont. Sec.
11	No Voc'l Categories*					
12			Class II	Class 3 or 4 (Voc'l Ind.)		
13		2	Class III	Class 4 (Voc'l Ind.)	A1 (trades trained) (Voc'l or Occ'l)	Group 1 (trades trained)
14		3	Class IV	Class 2 or 3 (Ind. Arts) Class 2 or 3 (Bus. Ed.) Class 5 (Voc'l Ind.)	A2 (trades trained) (Voc'l or Occ'l)	Group 2 (trades trained)
15		4	Class V	Class 3 (Ind. Arts) Class 6 (Voc'l Ind.)	A2 (trades trained) A3 (trades trained)	Group 2 (trades trained) Group 3 (trades trained)
16		5	Class VI	Class 4 (Ind. Arts) Class 7 (Voc'l Ind.)	A2 (technically trained) A3 (trades tr.) A4 (trades tr.)	Group 2 (technically trained) Group 3 (trades trained) Group 4 (trades trained)
17		6		Class 5 (Ind. Arts)	A3 (techn.or univ. trained) A4 (tr. trained)	Group 3 (techn. or univ. tr.) Group 4 (trades trained)
18		7		Class 6 (Ind. Arts)	A4 (techn. or univ. trained)	Group 4 (techn. or univ. trained)
19		8		Class 7 (Ind. Arts)		

Note: The heavy line indicates the cut-off point between newly and previously certificated teachers.

* Except for the Instructor's Diploma

Table A. Continued

Que.	N.B.	N.S.	P.E.I. *	Nfld.	N.W.T.	Yukon	Years of Schooling Excluding Journeyman Standing
		VTC I (11-3/5 yrs.)		No Voc'l Cate-gories	No Voc'l Cate-gories	No Voc'l Cate-gories	11
	T.L.	VTC II (12-4/5 yrs.)					12
	Cert. II		Cert. 1				13
	Cert. II Cert. III	VTC III	Cert. 2				14
	Cert. IV	VTC IV	Cert. 2 Cert. 3				15
			Cert. 4				16
			Cert. 5				17
			Cert. 6				18
							19

*Certificates listed for P.E.I. are for vocational teachers. Vocational teachers are not on the same salary scale as academic teachers.

What kind of further training is acceptable for obtaining an improved category?

To what extent may vocational teachers with no university training (apart from teacher education) move from one province to another?

Acceptability of Non-University Training

Respondents were asked this question:

Are other forms of training (e.g. armed forces, on the job, etc.) acceptable for vocational certification in your province?

Replies received are shown in Table B.

Respondents were also asked the following related question:

If a vocational teacher has the minimum for certification, what credit in salary classification will be given for additional non-university training?

Replies are reported in Table C.

The questionnaire provided space for indicating any difference in treatment of training or experience obtained in other provinces, the United Kingdom or the United States. However, no such differences were reported.

It would appear that community college or technological institution training is acceptable for upgrading of vocational credentials in Manitoba, Ontario, Nova Scotia, P.E.I. and the Yukon. Elsewhere, university courses are required for upgrading.

Other training and wage-earning experience, beyond that required for initial certification, may be counted for placement on the experience part of the salary grid but not for category improvement. One exception is Manitoba's policy of accepting summer employment in a trade as equivalent to up to six credits on the grant scale.

Respondents were also asked to indicate the extent to which local variations from the central classification of vocational teacher qualifications are permitted. Replies are reported in Table D.

Table B. Acceptability of Other Forms of Training for Vocational Certification

Province	Are other forms of training (e.g., armed forces, on the job, etc.) acceptable for vocational certification in your province?
British Columbia	No. (However, might be considered in determining eligibility for a Letter of Permission or for entry to a program leading to an Instructor's Diploma).
Alberta	Not at present. However, some consideration might be given in granting journeyman status.
Saskatchewan	Each case is decided on its own merit. It is possible that such training could be accepted as the background requirement for a Standard "B" or Technical Certificate. We have found that armed forces training is generally not granted much credit, however.
Manitoba	May be acceptable as part of the total certification package. Acceptance is determined by the Vocational Industrial Teacher Training Admissions Committee.
Ontario	QECO: Armed forces trade training, verified by a letter from the commanding officer, is acceptable. However, when being admitted to a Vocational Certificate training program, proficiency examinations must be passed. Experience shows that armed forces training is very specific (e.g., "electronics" may really mean "radar") and the candidate often does poorly in the proficiency exams. OSSTF: Journeyman or technologist qualifications required.
Quebec	

Table B. Continued

Province	Are other forms of training (e.g., armed forces, on the job, etc.) acceptable for vocational certification in your province?
New Brunswick	No
Nova Scotia	Trades training at armed forces schools is recognized. Work experience is recognized as a partial alternative to journeyman status.
Prince Edward Island	Only for salary increments for work experience. Not for license upgrading.
Newfoundland	Yes, provided proper accreditation from a certifying body is supplied. On the job training is not acceptable for classification.
Northwest Territories	
Yukon	No. (Could be counted for experience, but not for basic certification).

Table C. Credit for Non-University Training

Province	Type of Training			
	Community College, Technological Institute	Trades Training w. Journeyman Status	Wage-Earning Experience in a Specific Occupation	Armed Forces Training in a Trade
British Columbia	None	None	None	None
Alberta	None	None	None	None
Saskatchewan	None	None	None	None
	(Subsequent to certification, only university training is recognized for classification. A possible exception would be a teacher with a Standard "B" Certificate who met the background for a Technical Certificate by attending a technical institute or similar institution)			
Manitoba	Teachers following Pattern A of Vocational Industrial upgrading may count up to 60 semester hours of post-secondary courses (36 hours technical and 24 hours professional)	A second Journeyman's Certificate may not be used for credit but may be used for certificate endorsement purposes	Up to six credits may be awarded for approved summer employment in a trade	
	Professional and technical courses or programs completed out-of-province will be evaluated on an individual basis.			
Ontario QECO	A 3-year diploma, "B" average, counts as 5 full university courses and usually moves the candidate 1 higher category	Some individual Boards of Education may wish to pay an allowance for each year of such "related experience". Armed forces training is less likely to be counted. The Board practices have no bearing on the category assigned. Applicants from overseas must have 2 years' Canadian work experience in the trade or industry concerned in order to qualify for initial certification		

Table C. Continued

Province	Type of Training			
	Community College, Technological Institute	Trades Training w. Journeyman Status	Wage-Earning Experience in a Specific Occupation	Armed Forces Training in a Trade
Ontario OSSTF		Most Boards of Education pay for extra experience over the 7 years required for initial certification. Three years community college training is counted as part of the 7 years experience required for initial certification		
Quebec	No reply			
New Brunswick	None	Half experience credit	Half experience credit	None
Nova Scotia	Year for year if study meets interprovincial (Canada) standards for Diploma of Technology or Applied Arts	Certification pre-requisite	May be applied to certification requirement in lieu of formal training	May be applied to certification requirement on a year for year basis
P.E.I.	Approved post secondary semester hours of credit will be counted for up-grading purposes			
Newfoundland	One additional level			
N.W.T.		Half credit for every year of experience-maximum 5 years		

Table C. Continued

Province	Type of Training			
	Community College, Technological Institute	Trades Training w. Journeyman Status	Wage-Earning Experience in a Specific Occupation	Armed Forces Training in a Trade
Yukon	Evaluation is based upon evidence of the years of study at an "approved institution" decision as to what constitutes an approved institution is left to the Teacher Qualification Board	Two years experience = 1 increment up to five years, provided the experience is closely related to the main teaching subjects		

Table D. Local Variations in
Classification of Vocational Teacher Qualifications

Province		If the central classification agency does not accept or evaluate non-university training, are any variations permitted at the local level? For example, is the individual teacher allowed to negotiate a salary category? Or are higher categories assigned by boards or negotiated by the local teachers' association and the board?
British Columbia		Local contracts commonly allow for recognition of trades training or experience for placement on the scale; i.e., trade experience is equated, in part or in full, with years of teacher experience.
Alberta		No reply
Saskatchewan		No. Teachers must be classified in accordance with provincial regulations. (There is provision for granting credit for related experience, but this would affect salary in the step rather than the class on the salary scale.)
Manitoba		There are limited variations negotiated at the local level.
Ontario	QECO	Allowances over and above the basic salary category may be paid by the Board of Education for what they consider properly documented approved related experience.
	OSSTF	All Ontario Boards have the following statement in their salary agreement: "Teachers will be paid according to OSSTF Certification Ruling". Central agency does the rating for advancement post Group 1.
Quebec		No reply
New Brunswick		
Nova Scotia		A vocational teacher may negotiate his initial placement on the Experience scale.
P.E.I.		No variations permitted

Table D. Continued

Province	If the central classification agency does not accept or evaluate non-university training, are any variations permitted at the local level? For example, is the individual teacher allowed to negotiate a salary category? Or are higher categories assigned by boards or negotiated by the local teachers' association and the board?
Newfoundland	Central classification only
Northwest Territories	To date there have been no local negotiations with the association for individual teachers and school boards
Yukon	N/A

The next question asked was "If a vocational teacher meets the minimum requirement for certification in a province, how may he improve his qualifications and salary classifications?". Replies for various improvement routes are reported in Table E. Answers suggest that the most usual route to improvement is through university courses. Manitoba, Ontario, Nova Scotia and P.E.I., however, will also count other kinds of post secondary training.

Table E. Means of Obtaining Higher Salary Classifications for Vocational Teachers

Province	May a vocational teacher improve his classification through the following route?:				
	Completion of high school standing	Entry to university through mature admissions	University courses leading to a degree	Community college or technological institute	Other
B.C.			Yes		
Alberta	unlikely	in some instances	Yes	depends on whether receiving university accepts transfer courses for degree credit	
Sask.	No (Since a professional year is required, he must be admitted to university. If he is, we waive the Grade 12 requirement)	No	Yes	No	
Man.			Yes	Yes (in Pattern A for vocational industrial teachers)	
Ont. QECO	Yes (Ont. Grade 13 counts for one category)	Yes (5 courses moves one category)	Yes (5 courses moves one category)	Yes (3-year diploma with 2nd class average moves one category)	Ministry of Education courses leading to Vocational Specialist Certificate

Table E. Continued

Province	May a vocational teacher improve his classification through the following route?: Completion of high school standing	Entry to university through mature admissions	University courses leading to a degree	Community college or technological institute	Other
Ont. OSSTF	Yes	Yes	Yes	Yes	Other related technical courses
Que.	No reply				
N.B.			Yes		
N.S.	Yes	Yes	Yes	Yes	
P.E.I.			Yes (each 30 semester hours of credit would raise license one level)	Yes	
Nfld.	Yes, within categories	Yes, within categories	Yes - Vocational Ed degree	Yes	
N.W.T.	Yes	Yes	Yes		
Yukon		Yes	Yes	Yes	

The final questions asked concerned mobility of trades-trained and technology-institute trained vocational teachers. Replies to this question are shown in Tables F and G.

Table F. Mobility Opportunities for Vocational Teachers (Trades-Trained)

Province	Can a teacher from outside the province with journeyman standing and teacher training, but no other university courses, qualify for certification in your province? If so, under what conditions?
B.C.	No. May be eligible, however, for a Letter of Permission if a suitable position is open and no qualified teacher is available. Under very special circumstances he may then become eligible for entry to a program leading to an Instructor's diploma.
Alta.	No
Sask.	Yes, provided he meets the Grade 12 requirement, has completed an acceptable professional year, and the Journeyman's Certificate is in a field taught in the public schools.
Man.	He must (a) possess an interprovincial seal, (b) have completed at least three years of work experience after journeyman certification, (c) have completed a core program of studies in his teacher training equivalent to that offered in Manitoba, e.g., courses in Principles of Vocational Industrial Education, Methods, Shop Organization and Management, Psychology, Testing and Evaluation.
Ont.	
QECO	Yes, provided he has completed Grade 12 and has sufficient years of journeyman standing (usually seven years) so that the Ministry of Education may issue him a Letter of Standing having the effect of a Vocational Certificate Type B.
OSSTF	Normally yes, if the teacher training institute is accredited and the admission requirements are comparable to Ontario requirements
Que.	No reply
N.B.	No
N.S.	Yes, if the teacher education meets Nova Scotia criteria
P.E.I.	Yes, provided he has seven years of combined work experience and training
Nfld.	Yes, provided candidate has a minimum of six years combined apprenticeship training and related experience

Table F. Continued

Province	Can a teacher from outside the province with journeyman standing and teacher training, but no other university courses, qualify for certification in your province? If so, under what conditions?
N.W.T.	No
Yukon	Depends -- but would either be certified or given a Letter of Permission

Table G. Mobility Opportunities
for Vocational Teachers (Technological Institute-Trained)

Province	Can a teacher from outside the province with training in a technological institute or equivalent and teacher training, but no other university courses, qualify for certification in your province? If so, under what conditions?
B.C.	No. But might qualify for entry to program leading to an Instructor's Diploma.
Alberta	No, not if teacher training program is evaluated at less than three years of a four-year B.Ed. in Alberta.
Sask.	Yes. Such a person might qualify for either a Standard "B" or Technical Teacher's Certificate. Both require a professional year, but the background requirement is different. Standard "B" - an acceptable background which includes a one year course in a particular field Technical - a two-year course in a particular field together with three years of work experience in that field (not teaching experience).
Manitoba	Only when the vocational area studied does not fit into regular trade patterns in society -- e.g. forestry.

Table G. Continued

Province	Can a teacher from outside the province with training in a technological institute or equivalent and teacher training, but no other university courses, qualify for certification in your province? If so, under what conditions?
Ontario	
QECO	Yes. The requirement here for a Vocational Certificate is that the seven years of required work experience is reduced by one year for every year of technological institute training. Again, the final ruling is up to the Ministry of Education in issuing a Letter of Standing having the effect of a Vocational Certificate Type B.
OSSTF	Normally yes, if the teacher training institute is accredited and the admission requirements are comparable to Ontario requirements
Quebec	
N.B.	No
N.S.	No. Journeyman status or eight years experience in a trade is required.
P.E.I.	Yes, provided he has seven years of combined work experience and training.
Nfld.	Yes, provided candidate has a minimum of four years of related experience.
N.W.T.	No
Yukon	Probably, if training is directly related to subjects being taught.

Comparative Tables

Part III contains a number of tables attempting to show approximate equivalence of academic qualifications across Canada. It must be stressed that the equivalences shown are based primarily on length of training and assume that a regular pattern of post-secondary education has been followed. Actual evaluations of teacher qualifications, however, are made on an individual basis after examination of transcripts. In the individual evaluations such factors as relevancy and level of courses taken, accreditation status of the institution attended, grades obtained, academic-professional balance requirements and degree barriers may be taken into account. Consequently, the equivalences shown do not necessarily predict the exact category which would be assigned to an individual teacher who moves from one province to another.

It should also be noted that the territories do not have teacher training programs. Equivalences for their salary categories are therefore shown for convenience only. Actual evaluations would, for the most part, be based on programs taken outside the territories.

The first table in Part III summarizes the secondary school leaving equivalences which are usually granted by universities, classification agencies and departments of education in other provinces and territories. The equivalences assume that the secondary program contains course content and standing appropriate for university entrance. These equivalences are important, in that they form the basis for further evaluation of an applicant's standing. It should be noted that there is some variation within provinces as to the evaluation that will be made by various agencies. In particular, universities frequently reserve the right to admit students from an earlier grade where the student's academic achievement is very high. As well, secondary school leaving requirements can be waived in the case of students who have been admitted under a mature admissions program and who have achieved satisfactory standing in their university studies.

Table 2 provides in condensed form the probable assessment a teacher with a particular set of qualifications would receive upon moving from one province or territory to another. These assessments were considered by the respondents in each province or territory and approved as representing probable assessments (although individual assessments might vary for the reasons stated earlier). This table enables an individual with a particular category to look across the table and see the category for which he or she will likely qualify in another area of Canada. The applicable salary rate can then be estimated.

Table 3 provides an equivalency table which it is suggested be used for making cross-Canada comparisons of teacher salaries and qualifications. Since provincial agencies are not all in agreement as to the evaluation of each other's systems, the equivalences shown are not necessarily acceptable to any one province. However, they would appear to be the most defensible set of equivalences possible in view of the idiosyncracies of the various provincial systems of education. The only categories shown are those beginning with the usual requirements for a first degree and professional training.

The criteria used in deriving this table were as follows: First was the requirement that the elementary-secondary base be at least 12 years in duration. Since secondary schooling in Quebec and Newfoundland ends at Grade 11, one year was drawn from the tertiary years in each case to make up the minimum of 12. A second criterion was that the first category represent at least four years of study at a post-secondary institution. Use of this criterion meant that the Ontario Grade 13 could not be counted, since it is not part of the post-secondary program. Nor is it required to make up the 12-year minimum elementary-secondary base. It thus seems to fall into limbo. However, it might be noted that introduction of the credit system in Ontario, along with opportunities for acceleration, makes reference to schooling by grades somewhat less relevant.

The third criterion was that the first category shown should be for degree holders. In this respect category 4 for B.C. is something of an anomaly. Most university programs for teachers in B.C. are now five years in length, although one university still awards a four-year B.Ed.

While not every province or territory would necessarily accept this table, it would nevertheless appear to provide a reasonable basis for making comparisons at the national level. Categories for teachers with less than degree standing can easily be added to the table by working backwards from the first category shown.

As a check on the adequacy of Table 3, equivalency tables are also shown for each province and territory (Tables 4-15). Only the categories for the bachelor's and master's degrees are shown in these tables. On each of these tables evaluations made by that province which would differ from the equivalences shown in Table 3 are indicated. The number of variations from the national table are as follows:

British Columbia	- 0	New Brunswick	- 2
Alberta	- 2	Nova Scotia	- 4
Saskatchewan	- 2	P.E.I.	- 1
Manitoba	- 1	Newfoundland	- 5
Ontario	- 3	N.W.T.	- 3
Quebec	- 3	Yukon	- 1

The majority of these variations result from the question of evaluating graduates of systems which once had Grade 13's -- i.e., B.C., N.B., and P.E.I. As attitudes toward the Grade 12's of these provinces change (as has already happened in a number of cases), future editions of this report may find even less variation from the national table.

PART I

CATEGORIES FOR GENERAL AND ACADEMIC CREDENTIALS

BRITISH COLUMBIA

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
12	-	This is not the last year of secondary education in B.C. British Columbia has announced policy of accepting all Grade 12's across Canada as equal to the B.C. Grade 12. However, as of September 1, 1976, no classification credit will be given for Ontario Grade 13. In university admissions holders of full second year standing at a Quebec CEGEP may be granted some advanced placement. Advanced placement is no longer granted to holders of the Ontario Grade 13. Universities are free to set their own admission policies but, provided other qualifying academic standards are met, the following would generally be accepted for admission to first year of university: Ontario -- Grade 13 (at university discretion, students of very high ability may be admitted from Grade 12) Alberta, Saskatchewan, Manitoba, New Brunswick, Nova Scotia, P.E.I., N.W.T., Yukon -- Grade 12 Quebec -- 1st year CEGEP Newfoundland -- 1st year Memorial University
13	Category 1	One complete year of university study (or the equivalent) beyond B.C. Grade 12 (secondary school graduation or the equivalent). Holder of Teaching Licence (which cannot be made permanent). No certificate at this level
14	Category 2	Two complete years of university study (or the equivalent) beyond B.C. Grade 12 (secondary school graduation or the equivalent). Holder of Teaching Licence (which cannot be made permanent). Teaching Licence issued under very special circumstances. Validity limited to one year.
15	Category 3	Three complete years of university study (or the equivalent) beyond B.C. Grade 12 (secondary school graduation or the equivalent). Holder of Standard Certificate

BRITISH COLUMBIA (cont'd)

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
16	Category 4	Four complete years of university study (or the equivalent) beyond B.C. Grade 12 (secondary school graduation or the equivalent). Holder of either a Standard Certificate or a Professional Certificate Note: Some districts recognize a salary differential between teachers with four years post high school graduation who do or do not possess a Professional Certificate -- the higher salary for those with the Professional Certificate
17	Category 5	Five complete years of university study (or the equivalent) beyond B.C. Grade 12 (secondary school graduation or the equivalent). Holder of a Professional Certificate
18	Category 6	Six or more complete years of university study (or the equivalent) beyond B.C. Grade 12 (secondary school graduation or the equivalent). Holder of a Master's degree Holder of a Professional Certificate Note: Some school districts have a local category paying about $200 less than Category 6 for teachers with Category 5 who have one full year of additional university studies

ALBERTA

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
12		This is the last year of elementary and secondary schooling in Alberta and constitutes matriculation into Alberta universities. The following standings in other provinces are deemed by the Teacher Qualifications Service to be the equivalent of Alberta Grade XII. Sask., Man., N.S. -- Grade 12 B.C -- Since 1967, Grade 12 Ontario -- Grade 13 New Brunswick -- First year of UNB or equivalent Nfld. and P.E.I. -- First year university Quebec -- Grade 12 or first year CEGEP N.W.T., Yukon -- Grade 12
13	1	Any teacher holding any kind of valid Alberta certificate will be granted a minimum of one year. (Some older programs and some emergency programs required only a minimum of 12 years.) No new teachers at this level after January 1/71
14	2	One year in teachers' college or normal school plus one year beyond matriculation in a university. No new teachers at this level after January 1/71
15	*3	Provisional Certificate (three years towards B.Ed. or equivalent)
16	4	Professional Certificate (Alberta four-year B.Ed. degree or equivalent, or B.A., etc., plus Professional Diploma)

*Note: As of June 1977 new teachers will be required to hold a four-year B.Ed. degree or equivalent which must include as a component a practicum of at least one semester in duration.

ALBERTA (cont'd)

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
17	5	B.A., etc., plus Alberta four-year B.Ed., or Alberta four-year B.Ed. or equivalent plus one year of master's degree, or equivalent
18	6	Alberta four-year B.Ed. or equivalent, plus a master's degree requiring two full years of graduate study or the equivalent
19	7	Requirements for category 6 plus one year of a doctoral program or equivalent
20	8	Requirements for category 6 plus an Alberta Ph.D. or Ed.D. or equivalent

SASKATCHEWAN

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
12		This is the last year of secondary education in Saskatchewan. The following equivalences are usually granted by the University of Saskatchewan to students from other provinces: B.C., Alta., Man., N.S., N.B -- Grade 12 Ontario -- Grade 13 P.E.I., Newfoundland -- 1st year university Quebec -- 2-year CEGEP program or 1st year CEGEP if sufficient credits (Note: some B.C. students with Grade 12 may have a deficiency to make up)
13	Class C	Probationary Certificate, but does not meet requirements for Class I
	Class I	Interim Standard A Certificate Permanent First Class Certificate Permanent Second Class Certificate No new teachers at this level
14	Class I	Probationary Certificate (Grade 12 + 2 years' post-secondary education)
	Class II	Standard A Certificate or Standard B Certificate Special Certificate (Grade 12 + 2 years' post-secondary education)
15	Class II	Probationary Certificate (Grade 12 + 3 years' post-secondary education)
	Class III	Standard A or Standard B Certificate and one additional year of post-secondary education

SASKATCHEWAN (cont'd)

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
16	Class III	Probationary Certificate (Grade 12 + 4-year degree)
	Class IV	Professional A or Professional B Certificate
17	Class V	Professional A Certificate, B.Ed., and a second bachelor's degree or Professional A Certificate, bachelor's degree and one year of graduate study or Professional A Certificate and an honours degree or Professional B Certificate, bachelor's degree and a further year in the degree area or a second year in the College of Education or Professional B Certificate based on education and training accepted as equivalent to a bachelor's degree for certification, together with a Bachelor of Education degree
18	Class VI	Professional A Certificate, B.Ed., second bachelor's degree and a year of graduate study in education or in the field of the second degree or Professional A Certificate, B.Ed. degree and two years of graduate study or Professional A Certificate, honours degree and B.Ed. degree or Professional B Certificate based on education and training equivalent to a bachelor's degree, a B.Ed. degree and a year of graduate study in education

MANITOBA

Years of Schooling, Counting from Grade 1	Salary Category*	Qualifications Required
12		This is the last year of secondary education in Manitoba. The following equivalences are granted by the University of Manitoba to students from other provinces: B.C., Alta., Sask., N.B., N.S. -- Grade 12 Newfoundland, P.E.I. -- 1st year university Ontario -- Grade 13 Quebec -- 1st year CEGEP (university program) These are also the equivalences required by the Department of Education for certification and classification purposes. (New Brunswick Grade 12 is accepted as senior matriculation if completed after September, 1971)
13	Class I (P1 A1)**	First Class Certificate Grade 12 plus 1 year of teacher education No new teachers at this level
14	Class II (P1 A2)	First Class Certificate Grade 12 university entrance standing plus two years of post secondary education with at least one of the two years being a year of teacher education
15	Class III (P1 A3)	First Class Certificate Grade 12 university entrance standing plus three years of post secondary education with at least one of the three years being a year of teacher education
16	Class IV (P1 A4)	Professional Certificate Four years of post secondary education which must include: (a) at least one year of teacher education and (b) the completion of all requirements for the conferral of a university degree

*Note: Variations in classification exist at the local level, particularly in the special certification area.

** These are grant rating classes assigned by the Department of Education.

MANITOBA (cont'd)

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
17	Class V (P1 A5)	Class IV plus one additional university year in an approved program of studies and leading to a further university degree
18	Class VI (P1 A6)	Class V plus one additional university year. A degree at the graduate level must be acquired
19	Class VII (P1 A7)	Class VI plus one additional university year leading to a higher degree qualification

ONTARIO
Qualifications Evaluation Council

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
13		This is the last year of secondary education in Ontario. The following equivalences are granted by York University to students from other provinces: B.C., Alta., Sask., Man., N.B., N.S. -- Grade 12 P.E.I., Nfld. -- First year univ. Que. -- First year CEGEP (general course) or equivalent 12 years of schooling The Ministry of Education, QECO and OSSTF use the following equivalences: B.C., N.B., P.E.I., Nfld. -- First year university Alta., Sask., Man., N.S. -- Grade 12 Que. -- Second year CEGEP
14	D	Grade 13 and one year of teacher training or equivalent Elementary-School Teacher's Certificate Standard I Also includes some teachers with less than this minimum <u>No new teachers at this level after 1971</u>
15	C	Category D plus one year academic or professional study, e.g., five university courses, five Ontario Department of Education courses, ARCT or equivalent etc. EST Standard 2 EST Standard 1 plus special supplementary certificate <u>No new teachers at this level after Dec, 1973</u>

ONTARIO
Qualifications Evaluation Council (cont'd)

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
16	B	Category D plus two years' academic or professional study (as described above) EST Standard 3 No new teachers at this level after Dec. 1973
17	A1	EST Standard 4 (Usually requires approved 3-year university degree, but there are alternatives in areas of art, home economics, industrial arts, music, vocational and occupational areas) HSA Type B Certificate
	A2	Basic Ontario certificate and degree with five courses in specified academic subject area or eight courses in two specified academic subject areas with at least second-class average or Basic Ontario certificate and degree with academic requirements for endorsement
18	A2	Basic Ontario certificate and 4-year degree or HSA Type B and academic requirements for admission to Type A course (4-year degree, including 27 of 60 credits in one specialist field or 42 credits in two specialist fields (min. 18 in one), second class standing)
	A3	Basic Ontario certificate and approved honours degree (minimum second class honours) or Interim HSA Type A or High School Specialist's Certificate or EST Standard 4 with approved academic requirements exceeding those for admission to Type A Certificate Course or

ONTARIO
Qualifications Evaluation Council (cont'd)

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
18 (cont'd)	A3 (cont'd)	HSA Type B or EST Standard 4 with approved academic requirements for admission to a Type A Certificate Course with the Advanced Academic Accreditation*
	A4	Interim HSA Type A or High School Specialist Certificate with approved honours degree (minimum second class honours) or Advanced Academic Accreditation* or Category A3 with Advanced Academic Accreditation* or Permanent EST Standard 4 with approved academic requirements exceeding those for admission to the Type A Certificate Course with the Advanced Academic Accreditation*
19	A4	Category A3 plus five approved university courses (minimum second-class average) or Interim HSA Type A or High School Specialist Certificate plus five university courses additional to entrance requirements for Type A Certificate course

* Advanced Academic Accreditation -- University transcript listing degree credit courses beyond Grade 13, including 60 credits or 20 full courses of which 45 credits must average 2nd class standing. The 45 credits must include concentration of 15 credits in one academic subject area or 24 credits in two academic subject areas. Education courses will be counted unless they were used toward obtaining the basic teaching certificate.

ONTARIO

Certification Board, Ontario Secondary School Teachers' Federation

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
17	Group 1	Interim High School Assistant's Type B Certificate or Permanent H.S.A.
	Group 2	Interim H.S.A. Type B or Permanent H.S.A. and degree with 5 courses (15 credits) in single academic subject area or 8 courses (24 credits) in two academic subject areas (minimum second class average) or Interim H.S.A. Type B or Permanent H.S.A. and degree with academic requirements for endorsement
18	Group 2	Interim H.S.A. Type B or Permanent H.S.A. and 4-year degree or Interim H.S.A. Type B or Permanent H.S.A. and academic requirements for admission to Type A Certificate Course
	Group 3	Interim H.S.A. Type A or High School Specialist Certificate or Interim H.S.A. Type B or Permanent H.S.A. and approved honour degree (minimum second class honours)
	Group 4	Interim H.S.A. Type A or High School Specialist Certificate with approved honour degree (minimum second class honours) or Advanced Academic Accreditation*
19	Group 4	Interim H.S.A. Type A or High School Specialist plus five related university courses (second class average) additional to academic admission requirements for Type A Certificate course

*Advanced Academic Accreditation -- University transcript listing degree credit courses beyond Grade 13, including 60 credits or 20 full courses of which 45 credits must average 2nd class standing. The 45 credits must include concentration of 15 credits in one academic subject area or 24 credits in two academic subject areas. Education courses will be counted unless they were used toward obtaining the basic teaching certificate.

QUEBEC

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
11		This is the last year of secondary education in Quebec before entrance to a CEGEP Equivalences accepted by the Department of Education are as follows: Alta., Sask., Man., N.S., Nfld. -- Grade 11 B.C., Ont., N.B. (since 1952), P.E.I. -- Grade 12 N.B. (up to and including 1951) -- Grade 11 This level was discontinued as a salary category for teachers as of February 1970
12	12	"C" brevet or diploma or Class III diploma or Complementary Teaching Diploma (Girls) Complementary Teaching Diploma (Boys) 1936-1940 or Supplementary Teaching Diploma or Schooling of 12 or less years recognized as such by Le Manuel d'Evaluation de la Scolarité This would be the first year of the CEGEP pre-university program Equivalences accepted by the Department of Education are as follows: Alta., Sask., Man., N.S. -- Grade 12 Ontario -- Grade 13 B.C., N.B., P.E.I., Nfld. -- 1st year university N.B. -- Grade 12 (up to and including 1951) No new teachers at this level

Note: The evaluation of scolarity for salary purposes is derived from Le Manuel d'Evaluation de la Scolarité prepared by the Department of Education. The Manuel is built on Regulation 5, which is a government regulation relating to the standards and criteria for evaluation of schooling.

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
13	13	Brevet Classe "B" (Teaching Diploma) or Class II diploma - permanent - interim certificate or Superior Teaching Diploma (Boys) 1936-1940 Superior Teaching Diploma (Girls) since 1939 or Complementary Teaching Diploma (Boys) since 1941 or Diploma of College Studies (General Education) This would be the second year of the CEGEP university program. No out-of-province high school equivalents recognized. No new teachers at this level
14	14	Superior Teaching Diploma (Boys) since 1941 This would be the first year of a 3-year university degree program following a Diploma of College Studies (CEGEP) No new teachers at this level
15	15	Brevet Classe "A" (Teaching Diploma) or Class I diploma (accompanied by a Bachelor's degree evaluated at less than 15 years) or Bachelor Degree (4-year program - General, Major or Pass) or Bachelor of Education (4-year program) or Baccalauréat ès Arts No new teachers at this level

QUEBEC (cont'd)

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
16	16	Bachelor degree, "Honors" program or Bachelor degree obtained after 5 years of schooling or Bachelor degree at category 15 followed by one year teacher training or one year recognized schooling or Bachelor degree (3-year program) following 2 years CEGEP or Bachelor of Education (3-year program)
17	17	Bachelor degree at category 16 followed by one year of teacher training or one year of recognized schooling or Bachelor degree at category 15 followed by a Master's degree recognized as 2 years or Bachelor degree at category 16 followed by a Master's degree recognized as 1 year
18	18	Bachelor degree at category 16 followed by a Master's degree recognized as 2 years or Accumulation of a Bachelor degree at category 15 plus a teacher's diploma plus a specialist's diploma plus 1 year towards a Master's degree
19	19	Schooling of 19 years as recognized by the Manuel or Accumulation of a Bachelor degree at category 15 plus a teacher's diploma plus a specialist's diploma plus a Master's degree requiring 2 years
20	20	20 years of schooling, including a Doctorate degree, as recognized by the Manuel

NEW BRUNSWICK

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
12		This is the usual last year of secondary education before entry to university. The following equivalences are granted by the University of New Brunswick to students from other provinces: B.C., Alta., Sask., Man., Ont., N.S., P.E.I., N.W.T. -- Grade 12 Quebec -- Grade 11 Nfld. -- applications considered on an individual basis The Department of Education policy is to count Ontario Grade 13 as equal to the N.B. Grade 12, but to count the discontinued B.C. and N.B. Grade 13's as equal to first year university. All applicants for certification must have four years post-secondary education.
13	Teachers' Licence	One year of professional education No new teachers at this level
14	Certificate I	One year of professional education plus one year of university education No new teachers at this level
	*Certificate II	Two years of professional education No new teachers at this level
15	*Certificate III	Two years of professional education, plus one year of university education No new teachers at this level

*Note: As of September 1, 1973, the N.B. Teachers' College has been integrated with the University of New Brunswick. A four-year program leading to a B.Ed. will be required of new teachers. A similar program for French-speaking teachers has been established at the Université de Moncton. The present Bachelor of Teaching degree is to be phased out by May 31, 1980.

NEW BRUNSWICK (cont'd)

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
16	Certificate IV	B.A., B.Sc., B.T., B.E.E. or equivalent university degree including at least one year of professional education
17	Certificate V	B.A., or equivalent including one professional year plus one additional year of university education which must include one full course in Education and the other four in not more than two subjects in a current program of studies for the schools of the province conducted under the Schools Act. or B.A. or equivalent degree plus B.Ed.
18	Certificate VI	B.A., or equivalent, plus B.Ed., plus M.A. or equivalent degree or Graduate Diploma in Education or B.A., or equivalent, including one professional year, plus M.A., or equivalent, requiring two full years of graduate study beyond the first degree or B.A., or equivalent, plus a second one-year degree (teacher training included) plus five full graduate academic courses in one subject which is in a program of studies for the schools of the province conducted under the Schools Act

NOVA SCOTIA

Years of Schooling, Counting from Grade 1*	Salary Category	Qualifications Required
11		This is the last year of secondary education before entrance to the 4-year program at Acadia University, Mount Saint Vincent University, St. Francis Xavier. The following equivalences are granted by Acadia University to students from other provinces: Nfld., Que., Man., Sask., Alta. -- Grade 11 P.E.I., Ont., B.C. -- Grade 12 N.B. -- Grade 12 (old program)
12		This is the last year of secondary education entrance to Dalhousie University, to the Nova Scotia Teachers College, and to 3-year programs at Acadia University, Mount Saint Vincent University, St. Francis Xavier. The following equivalences are granted by Acadia University to students from other provinces: Man., Sask., Alta., N.B. (new program) -- Grade 12 B.C., Ont. -- Grade 13 Que. -- 2-year CEGEP program
	TC 1 (Teacher Certificate General)	Grade 11 plus one year professional training No new teachers at this level since 1961

*Note: Nova Scotia recognizes Primary, a year preceding Grade 1, as the first year of public school education in Nova Scotia. Under this system, Grade 1 would be the second year of schooling, Grade 11 the twelfth year and Grade 12 the thirteenth year. Grade 11 is the final grade which must by law be provided by school boards. Grade 12 is provided as an option by most school boards. When offered, this year is designated by the Minister as the first year of university.

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
13	TC 2 (General or Special)*	Grade 11 plus two years, one of which is professional No new teachers at this level since 1967
14	TC 3 (General or Special)	Grade 11 plus three years, one of which is professional (Teachers College graduate)
15	TC 4 (General or Special)	Grade 11 plus four years, one of which is professional
16	TC 5 (General or Special)	Grade 11 plus five years, one of which is professional (usually B.A., B.Ed.)
17	TC 6 (General or Special)	Grade 11 plus six years, one of which is professional (usually B.A., B.Ed., and M.A.)
18	TC 7 (General or Special)	Grade 11 plus seven years, one of which is professional (usually one year of doctorate program)
19	TC 8 (General or Special)	Grade 11 plus eight years, one of which is professional

*Note: Special certificates recognize a degree of concentration in the following fields: Industrial Arts, Home Economics, Physical Education, Primary Education, Art, Music, Music Instrumental, Business Education, Teaching the Deaf, Guidance, Psychological and Testing Services (including Speech Therapy), Social Services related to Education, School Library Services.

PRINCE EDWARD ISLAND

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
12		This is the last year of secondary education before entrance to University of Prince Edward Island. The following equivalences are granted by the University of Prince Edward Island to students from other provinces: B.C., Alta., Sask., Man., N.B., N.S. -- Grade 12 Ontario -- Grade 12 Quebec -- 1st year CEGEP Newfoundland -- 1st year Memorial University These are also the equivalences granted by the Department of Education
13		This is the first year of university. Quebec students who have completed a 2-year CEGEP program are granted one year of university credit.
14	Certificate 2 (Teachers licensed prior to Sept. 1/63)	(a) Junior Matric.+ 10 credits. Seven of these may be professional and English must be included as one of the academic courses. (b) Junior Matric.+ 4 summers of an approved Block Program. (c) A combination of above two programs: One summer of the Block Program equals 1½ credits. English required, as in (a)
	*Certificate 2 (New teachers)	Successful completion of 2-year professional sequence at UPEI plus 150 hours of supervised practice teaching No new teachers at this level

Note: P.E.I. offers special certificates in Physical Education, Home Economics, Music, Guidance, and day-training for mentally retarded.

PRINCE EDWARD ISLAND (cont'd)

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
15	Certificate 3	Three years of university study, one of which is professional No new teachers at this level
16	Certificate 4	Four years of university study, one of which is professional or The undergraduate B.Ed.
17	Certificate 5	Five years of university study, one of which is professional or B.A., B.Sc., or other approved degree plus one year of professional training or B.A., B.Sc., or other approved degree plus B.Ed.
18	Certificate 5A	Approved first degree plus one year of professional study, plus one year of approved study or equivalent. A year of approved study is defined as follows: (a) completion of all requirements for a Master's Degree except a thesis, provided such requirements constitute 30 semester hours of study or (b) the completion of one year of approved study (30 semester hours of approved study)* or (c) the completion of an approved 4-year Block Program
	Certificate 6	First degree, plus one year of professional study, plus a Master's degree in Arts, Science or Education from a recognized university

* Approval must be sought from the Registrar

NEWFOUNDLAND

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
11	*	This is the last year of secondary education before entrance to Memorial University. The following equivalences are granted by the University to students from other provinces: B.C., Ont., P.E.I. -- Grade 12 Alta., Sask., Man., Que., N.B., N.S. -- Grade 11
12	*	This is Junior Division year at Memorial. Professional courses are no longer offered in this year.
13	Certificate II	Two years in an approved teacher training program.
14	Certificate III	Three years in an approved teacher training program.
15	Certificate IV	Four years in an approved teacher training program or B.A. (Ed) degree or B.A. degree and four courses in Education
16	Certificate V	Five years in an approved teacher training program and has a degree

*Note: Salary categories exist also for teachers classified as Probationer's Licence, "C" Licence, "B" Licence, "A" Licence and Certificate I, all of which were awarded under previous regulations and require less than 13 years of schooling. "A" Licences and Certificate I can only be issued to persons already holding a licence who have taken upgrading courses. No "A" Licences are to be awarded after June 30, 1975 and no Certificate I's after July 1, 1976.

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
17	Certificate VI	Six years of approved training and has a Master's or two Bachelor's degrees, one of which is in education
18	Certificate VII	Seven years of approved training and has a Doctor's Degree or two Master's degrees, or a Master's and two Bachelor's or a Master's, a Bachelor's and a diploma in education and has completed five approved courses in education

NORTHWEST TERRITORIES

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
12	*	This is the last grade of secondary education in the Northwest Territories. The Department of Education accepts the following equivalents (in general, university entrance requirements in other provinces): Alta., Sask., Man., N.S. -- Grade 12 Ont. -- Grade 13 B.C., N.B., P.E.I., Nfld. -- 1st year university Que. --
13	Level 1	Junior Matriculation and two years
14	Level 2	Junior Matriculation and three years
15	Level 3	Junior Matriculation and four years
16	Level 4	Junior Matriculation and five years
17	Level 5	Junior Matriculation and six years
18	Level 6	Junior Matriculation and seven years

YUKON TERRITORY

Years of Schooling, Counting from Grade 1	Salary Category	Qualifications Required
12	*	This is the last grade of secondary education in the Yukon. In general, Grade 12 from other provinces is accepted as equivalent. Where university preparation has begun with less than Grade 12 standing, an adjustment will be made in the adjudication of the university program
13	Category 1	Grade 12 plus successful completion of one year of professional education No new teachers at this level
14	Category 2	Grade 12 plus successful completion of two years of academic and professional training
15	Category 3	Grade 12 plus successful completion of three years of academic and professional training
16	Category 4	Grade 12 plus successful completion of four years of academic and professional training
17	Category 5	Grade 12 plus successful completion of five years of academic and professional training and possession of a Baccalaureate degree
18	Category 6	Grade 12 plus successful completion of six years of academic and professional training and possession of a Master's degree

PART II

CATEGORIES FOR VOCATIONAL CREDENTIALS

In general there are no special or vocational categories in British Columbia. Local school districts may recognize trade or business experience by crediting the teacher with either higher qualifications or experience or both than he would otherwise receive. However, this is a local matter and it would be difficult to describe a general practice.

Since June 1974, however, the Department of Education has been issuing a new certificate, the Instructor's Diploma, to persons who have completed a special teacher education program. This program was designed by the Department to provide appropriate training for certain specialists in vocational schools, community colleges and, in a limited number of approved specialties, secondary schools. The Instructor's Diploma is endorsed as to subject. Approved subjects may include chef training, graphic arts, tailoring, dry cleaning, etc. A few of the graduates of this program are teaching in secondary schools.

ALBERTA

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
14 (including credit for one year for journeyman's certificate)	5 years subject to verification by an admissions committee	2	Conditional Certificate (two years toward B.Ed.)
15 (this includes credit for one year for the journeyman's certificate)	5 years subject to verification by an admissions committee	3	Provisional Certificate (three years toward B.Ed. or equivalent)
16 (this includes credit for one year for the journeyman's certificate)	5 years subject to verification by an admissions committee	4	Professional Certificate Alberta four-year B.Ed. degree or equivalent, or B.A., etc., plus professional diploma
	The remaining categories are the same as for general and academic credentials		

SASKATCHEWAN

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
14		Class II	Special Vocational Teacher's Certificate, or Special Certificate subtitled Vocational Special Technical Teacher's Certificate These certificates no longer issued
15 (including 2 years credit for journeyman's certificate)	At the discretion of the Minister of Education	Class III	Vocational Teacher's Certificate Grade 12 + Journeyman's Certificate (2 years) + 1 year of teacher training
	3 years		Technical Teacher's Certificate Grade 12 + 2 years in a defined technology + 1 year of teacher training + 3 years of work experience in the field
16 (including 2 years credit for journeyman's certificate)	3 years	Class IV	Vocational or Technical Teacher's Certificate + one year of university work leading to a degree
17 (including 2 years credit for journeyman's certificate)	3 years	Class V	Vocational or Technical Teacher's Certificate + Bachelor of Education or equivalent degree
18 (including 2 years credit for journeyman's certificate)	3 years	Class VI	Vocational or Technical Teacher's Certificate + B.Ed. + one year of graduate study

MANITOBA

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
12	3 years trade experience after journeyman certification	Class 3 or Class 4* (P1 A3)**	Special Certificate in Vocational Industrial Grade 11 (University Entrance) or 3-year high school vocational course plus journeyman's certificate plus one year teacher education
13		Class 4 (P1 A4)	Vocational Industrial Qualifications for P1 A3 plus Post secondary courses: 30 semester hours (18 hours technical and 12 hours professional or 5 university courses or 30 semester hours which can be applied to a degree program
14		Class 2 or Class 3*** (P1 A2)	Special Certificate in Industrial Arts Grade 12 plus 2-year teacher education program in Industrial Arts
		Class 2 (P1 A2)	Special Certificate in Business Education Grade 12 plus 2-year teacher education program or Grade 12 plus 1-year Business Education training plus 1-year teacher education
		Class 5 (P1 A5)	Vocational Industrial Qualifications for P1 A3 plus Post Secondary courses: 60 semester hours (36 hours technical and 24 hours professional) or 10 university courses or 60 semester hours which can be applied to a degree program

* Almost all areas classify these people as Class 4 by collective agreement

** Class assigned is higher in some areas by collective agreement. Qualifications for moving up classes have also been worked out by some areas that may differ from requirements set by provincial regulation.

*** These are grant rating classes assigned by the Department of Education

MANITOBA (cont'd)

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Requested
15		Class 3 (P1 A3)	Industrial Arts Qualifications for P1 A2 plus 5 university courses or 30 semester hours which can be applied to a degree program
		Class 6 (P1 A6)	Vocational Industrial Qualifications for P1 A3 plus 15 university courses or 90 semester hours. Must attain at least a Bachelor's degree
16		Class 4 (P1 A4)	Industrial Arts Qualifications for P1 A2 plus 10 university courses or 60 semester hours which can be applied to a degree program
		Class 7 (P1 A7)	Vocational Industrial Qualifications for P1 A3 plus 20 university courses or 120 semester hours. Must be at the graduate (500 or 700 courses) level and applicable to a higher degree
17		Class 5 (P1 A5)	Industrial Arts Qualifications for P1 A2 plus 15 university courses or 90 semester hours. Must have a Bachelor's degree. Courses beyond the Bachelor's degree must be at the graduate level or its equivalent
18		Class 6 (P1 A6)	Industrial Arts Qualifications for P1 A2 plus 20 university courses or 120 semester hours with the last 5 courses at the graduate level or its equivalent and must be applicable to a higher degree

MANITOBA (cont'd)

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
19		Class 7 (P1 A7)	Industrial Arts Qualifications for P1 A2 plus 25 university courses or 150 semester hours. Must have a Master's degree. The last 5 courses must be at the graduate level or its equivalent and must be applicable to a higher degree

ONTARIO
Qualifications Evaluation Council

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
13	7	A1	Type B Vocational or Occupational Certificate* (Grade 12 plus approved experience plus 1 year teacher training)
14		A2	A1 plus complete Grade 13
15		A2	Type B Vocational or Occupational (Grade 12 + 1 + experience) + Five university courses above Grade 13 (pass standing)
		A3	Type B Vocational or Occupational (Grade 12 + 1 + experience) + Grade 13 + Two 5-week summer courses for Type A Vocational or Occupational** + Five university courses (pass)

*These certificates called Type B while Interim. The permanent certificates are Permanent Vocational and Permanent Occupational.

**These certificates called Type A while Interim. The permanent certificates are Vocational Specialist and Occupational Specialist.

ONTARIO
Qualifications Evaluation Council (cont'd)

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
16		A2	Type B Vocational or Occupational (Grade 12 + 1 + experience) + Three-year Institute of Technology or Art Diploma (second class standing)*
		A3	Type B Vocational or Occupational (Grade 12 + 1 + experience) + Ten university courses above Grade 13 (pass standing) + Two 5-week summer courses for Type A Vocational or Occupational
		A4	Type B Vocational or Occupational (Grade 12 + 1 + experience) + Grade 13 + Two 5-week summer courses for Type A Vocational or Occupational Certificate + Ten university courses (pass)
17		A3	Type B Vocational or Occupational (Grade 12 + 1 + experience) + Three-year Institute of Technology or Art Diploma (second class standing) + Three university courses (pass)** + Two 5-week summer courses for Type A Vocational or Occupational
		A3	Type B Vocational or Occupational Certificate (Grade 12 + 1 + experience) + Approved degree (Grade 13+3) or approved equivalent professional appellation
		A4	Type B Vocational or Occupational (Grade 12 + 1 + experience) + 15 university courses above Gr. 13 + Two 5-week summer courses for Type A Vocational or Occupational

*If with pass standing must also have two university courses (pass)
**If the Diploma is pass standing must have five university courses (pass)

ONTARIO
Qualifications Evaluation Council (cont'd)

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
18		A4	Type B Vocational or Occupational (Grade 12 + 1 + experience) + 3-year Institute of Technology or Art Diploma (second class standing) + Eight university courses (pass)* + Two 5-week summer courses for Type A Vocational or Occupational
		A4	Type A Vocational or Occupational Certificate + Approved degree (Grade 13 + 4)

*10 courses if Diploma is pass standing.

ONTARIO

Certification Board, Ontario Secondary School Teachers' Federation

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
13	7	Group 1	Interim Vocational Certificate Type B or Permanent Vocational Certificate Grade 12 plus approved wage-earning experience plus one year or two 7-week summer courses of teacher education Interim Occupational Certificate Type B or Permanent Occupational Certificate (Practical Subjects) Grade 12 plus approved wage-earning experience involving several trades plus one year or two 6-week summer courses of teacher education
14		Group 2	Group 1 plus complete Grade 13 or equivalent, including one course in English or Français (pass standing) (May have Occupational Type A, Vocational Specialist or Occupational Specialist if has two additional 5-week summer courses of teacher education)
15		Group 2	Type B Vocational or Occupational (Grade 12 plus one plus experience) + Five university courses above Grade 13 (pass standing)
		Group 3	Type B Vocational or Occupational (Grade 12 plus one plus experience) + Grade 13 + Two 5-week summer courses for Type A Vocational or Occupational* + Five university courses (pass)

*These certificates called Type A while interim. The permanent certificates are Vocational Specialist and Occupational Specialist.

ONTARIO

Certification Board, Ontario Secondary School Teachers' Federation (cont'd)

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
16		Group 2	Type B Vocational or Occupational (Grade 12 plus one plus experience) + Three-year Institute of Technology or Art Diploma (second class standing)*
		Group 3	Type B Vocational or Occupational (Grade 12 plus one plus experience) + Ten university courses above Grade 13 (pass standing) + Two 5-week summer courses for Type A Vocational or Occupational
		Group 4	Type B Vocational or Occupational (Grade 12 plus one plus experience) + Grade 13 + Two 5-week summer courses for Type A Vocational or Occupational Certificate + Ten university courses (pass)

*If with pass standing must also have two university courses (pass)

ONTARIO

Certification Board, Ontario Secondary School Teachers' Federation (cont'd)

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
17		Group 3	Type B Vocational or Occupational (Grade 12 plus one plus experience) + Three-year Institute of Technology or Art Diploma (second class standing) + Three university courses (pass)* + Two 5-week summer courses for Type A Vocational or Occupational
		Group 3	Type B Vocational or Occupational Certificate (Grade 12 plus one plus experience) + Approved degree (Grade 13 plus 3) or approved equivalent professional appellation
		Group 4	Type B Vocational or Occupational (Grade 12 plus one plus experience) + 15 university courses above Grade 13 + Two 5-week summer courses for Type A Vocational or Occupational
18		Group 4	Type B Vocational or Occupational (Grade 12 plus one plus experience) + 3-year Institute of Technology or Art Diploma (second class standing) + Eight university courses (pass)** + Two 5-week summer courses for Type A Vocational or Occupational
		Group 4	Type A Vocational or Occupational Certificate + Approved degree (Grade 13 plus 4)

*If the Diploma is pass standing must have five university courses (pass).
**Ten courses if Diploma is pass standing.

QUEBEC

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required

No data available for Quebec

(Assignment of categories to vocational teachers is still under review)

NEW BRUNSWICK

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
13	None	Teacher's Licence	One year of professional education No new teachers at this level
	5	Certificate II	One year of professional education and journeyman's status or equivalent No new teachers at this level
14	None	Certificate II	One year of professional education plus one year of university education No new teachers at this level
	5	Certificate III	One year of professional education, journeyman's status or equivalent and one additional year of university education
15	5	Certificate IV	One year of professional education, journeyman's status, plus two years of university education or university degree
	The remaining categories are the same as for academic teachers		

NOVA SCOTIA

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
11-3/5	8, at least one of which is Trades Training	VTC 1	Vocational Teacher's Certificate I Grade 11 plus 3/5 of university year in teacher training
12-4/5	8, at least one of which is Trades Training	VTC II	Vocational Teacher's Certificate II Grade 11 plus 4/5 of university year in teacher training, plus (a) Grade 12, or (b) one university year, of not less than 5 academic courses, or (c) one-half courses required for Diploma of Technology or Applied Arts
14	8, at least one of which is Trades Training	VTC III	Vocational Teacher's Certificate III Grade 11 and one university year of teacher training & 1 additional year of training (i.e. the requirements for a VTC II), plus (a) one additional year of university work of not less than 5 approved academic courses, or (b) the remaining courses required for a Diploma of Technology or Applied Arts, or (c) the Nova Scotia Summer School Block Program in educational leadership, or (d) an additional year of approved courses consisting of not more than three academic university courses and not less than two courses in the field of pedagogy or technical vocational training
15	8, at least one of which is Trades Training	VTC IV	Vocational Teacher's Certificate IV Grade 11 and one university year of teacher training and two additional years of training (i.e., the requirements for a VTC III) plus (a) one additional year of university work consisting of not less than 5 approved academic courses, or (b) the Nova Scotia Summer School Block Program in educational leadership, or (c) an additional year of approved courses consisting of not more than two academic university courses and not less than three courses in the field of pedagogy or technical vocational training

PRINCE EDWARD ISLAND

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
14 (including 1 year for occupational training)	7 years' occupational training and experience	VT I*	BUSINESS AND SERVICE OCCUPATIONS: Certificate I Grade 12 plus 7 years' combined occupational training and related work experience plus Vocational Teachers License or Letter of Authority**
	7 years' trade training and related work experience		TRADE OCCUPATIONS: Certificate I Grade 12 plus 7 years' combined trade training and related work experience plus P.E.I. Trade Qualification or special license plus Vocational Teachers License or Letter of Authority
	6 years' experience		TECHNICAL OCCUPATIONS: Certificate I 1 year approved technical training plus 6 years' related work experience plus Vocational Teachers License or Letter of Authority
15 (including 1 year for occupational training)	7 years' occupational training and experience	VT II	BUSINESS AND SERVICE OCCUPATIONS: Certificate II Grade 12 plus 7 years' combined occupational training and related work experience plus Vocational Teachers License or Letter of Authority plus 30 approved post secondary semester hours of credit

* Vocational Teacher categories are separate from the categories for other teachers. There is a separate scale of salaries for vocational teachers.

** The Letter of Authority is granted for one year to vocational teachers without teacher training. It can be renewed provided the teacher continues to take summer teacher training courses. Usually four summers are required to complete the program for the Vocational Teachers License.

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
15 (cont'd)	7 years' trade training & experience	VT II	TRADE OCCUPATIONS: Certificate II Grade 12 plus 7 years' combined trade training and related work experience plus P.E.I. Trade Qualification or special license plus Vocational Teachers License or Letter of Authority plus 30 approved post secondary semester hours of credit
	6 years' experience		TECHNICAL OCCUPATIONS: Certificate II 1 year approved technical training plus 6 years' related work experience plus Vocational Teachers License or Letter of Authority plus 30 approved post secondary semester hours of credit or 2 years' approved technical training plus 5 years' related work experience plus Vocational Teachers License or Letter of Authority
16 (including 1 year for occupational training)	7 years' occupational training and experience	VT III	BUSINESS AND SERVICE OCCUPATIONS: Certificate III Grade 12 plus 7 years' combined occupational training and related work experience plus Vocational Teachers License or Letter of Authority plus 60 approved post secondary semester hours of credit
	7 years' trade training and experience		TRADE OCCUPATIONS: Certificate III Grade 12 plus 7 years' combined trade training and related work experience plus P.E.I. Trade Qualification or special license plus 60 approved post secondary semester hours of credit

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
16 (cont'd)	6 years' experience	VT III	TECHNICAL OCCUPATIONS: Certificate III 1 year approved technical training plus 6 years related work experience plus Vocational Teachers License or Letter of Authority plus 60 approved post secondary semester hours of credit
	5 years' experience		or 2 years' approved technical training plus 5 years' related work experience plus Vocational Teachers License or Letter of Authority plus 30 approved post secondary semester hours of credit
17 (including 1 year for occupational training)	7 years' occupational training and experience	VT IV	BUSINESS AND SERVICE OCCUPATIONS: Certificate IV Grade 12 plus 7 years' combined occupational training and related work experience plus Vocational Teachers License or Letter of Authority plus 90 approved post secondary semester hours of credit
	7 years' trade training and experience		TRADE OCCUPATIONS: Certificate IV Grade 12 plus 7 years' combined trade training and related work experience plus P.E.I. Trade Qualification or special license plus Vocational Teachers License or Letter of Authority plus 90 approved post secondary semester hours of credit
	6 years' experience		TECHNICAL OCCUPATIONS: Certificate IV 1 year approved technical training plus 6 years' related work experience plus Vocational Teachers License or Letter of Authority plus 90 approved semester hours of credit
	5 years' experience		or 2 years' approved technical training plus 5 years' related work experience plus Vocational Teachers License or Letter of Authority plus 60 approved post secondary semester hours of credit

PRINCE EDWARD ISLAND (cont'd)

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
18 (including 1 year for occupational training)	7 years' occupational training and experience	VT V	BUSINESS AND SERVICE OCCUPATIONS: Certificate V Grade 12 plus 7 years' combined occupational training and related work experience plus Vocational Teachers License or Letter of Authority plus 120 approved post secondary semester hours of credit
	7 years' trade training and experience		TRADE OCCUPATIONS: Certificate V Grade 12 plus 7 years' combined trade training and related work experience plus P.E.I. Trade Qualification or special license plus Vocational Teachers License or Letter of Authority plus 120 approved post secondary semester hours of credit
	6 years' experience		TECHNICAL OCCUPATIONS: Certificate V 1 year approved technical training plus 6 years' related work experience plus Vocational Teachers License or Letter of Authority plus 120 approved post secondary semester hours of credit
	5 years' experience		or 2 years' approved technical training plus 5 years' related work experience plus Vocational Teachers License or Letter of Authority plus 90 approved post secondary semester hours of credit

PRINCE EDWARD ISLAND (cont'd)

Years of Schooling, Counting from Grade 1	Years of Trade or Business Experience	Salary Category	Qualifications Required
19 (including 1 year for occupational training)	7 years' occupational training and experience	VT VI	BUSINESS AND SERVICE OCCUPATIONS: Certificate VI Grade 12 plus 7 years' combined occupational training and related work experience plus Vocational Teachers License or Letter of Authority plus 150 approved post secondary semester hours of credit
	7 years' trade training & experience		TRADE OCCUPATIONS: Certificate VI Grade 12 plus 7 years' combined trade training and related work experience plus P.E.I. Trade Qualification or special license plus Vocational Teachers License or Letter of Authority plus 150 approved post secondary semester hours of credit
	6 years' experience		TECHNICAL OCCUPATIONS Certificate VI 1 year approved technical training plus 6 years' related work experience plus Vocational Teachers License or Letter of Authority plus 150 approved post secondary semester hours of credit
	5 years' experience		or 2 years' approved technical training plus 5 years' related work experience plus Vocational Teachers License or Letter of Authority plus 120 approved post secondary semester hours of credit

PART III

COMPARATIVE TABLES

Table 1. Secondary School Leaving Equivalences Granted by Agencies in Various Provinces

Province	Grade	Grade Equivalences USUALLY Granted by Universities, Classification Agencies and Departments of Education in Other Provinces and Territories													
		B.C.	Alta.	Sask.	Man.	Ont. QECO	Ont. Univ.	Ont. Dept.	Ont. OSSTF	Quebec Dept.	N.B.	N.S.	P.E.I.	Nfld.	N.W.T.	Yukon
B.C.	12		12 [3]	12	12	[F]	13			11	12	11	12	11		12
	1st yr. univ. (13)					13		13	13	12	1st yr. univ.	12		1st yr. univ.	12	
Alta.	12	12		12	12	13	13	13	13	12	12	12	12	1st yr. univ.	12	12
Sask.	12	12	12		12	13	13	13	13	12	12	12	12	1st yr. univ.	12	12
Man.	12	12	12	12		13	13	13	13	12	12	12	12	1st yr. univ.	12	12
Ont.	12	[A]								11		11	12	11		12
	13	12	12	12	12					12	12	12	1st yr. univ.	1st yr. univ.	12	
Que.	1st yr. CEGEP (12)	12	12	12 [C]	12	13	13	12	13		12	11	12	1st yr. univ. (cond.)		12
	2nd yr. CEGEP	advanced placement		12				13			1st yr. univ.	12	1st yr. univ.	1st yr. univ. (cond.)		
N.B.	12	12		12	12 [D]	[E]	13	12		11		11	12	11		12
	1st yr. univ. (13)		12			13		13	13	12				1st yr. univ.	12	
N.S.	11									11	12 [G]			11		
	12	12	12	12	12	13	13	13	13	12	12		12	1st yr. univ.	12	12
P.E.I.	12	12								11	12	11		11		12
	1st yr. univ.		12	12	12	13	13	13	13	12		12		1st yr. univ.	12	
Nfld.	11									11	12	11				
	1st yr. univ.	12	12	12	12	13	13	13	13	12	1st yr. univ.	12	12		12	12
N.W.T.	12	12	12	12	12			13			12		12	11		12
Yukon	12	12	12	12	12			13			12		12	11		

Note: Grades in parentheses indicate grade levels that do not now exist as part of the school system.

Footnotes appear on next page.

Footnotes

British Columbia

A] Graduates with high standing in Ontario Grade 12 may be considered for entry to first year university by University of Victoria and Simon Fraser. Normally, however, Grade 13 is required and no advanced placement is given. The Teacher Qualification Service will not grant classification credit for Grade 13 after September 1, 1976.

Alberta

B] Equivalence applies only to British Columbia high school credentials obtained after 1967.

Saskatchewan

C] Accepted if student has sufficient credits.

Manitoba

D] The Dept. of Education accepts New Brunswick Grade 12 as equal to Manitoba Grade 12 if the N.B. Grade 12 was completed after September 1971.

Ontario

E] British Columbia and New Brunswick Grade 12 would be accepted by QECO as equivalent to Ontario Grade 13 if the Ontario Ministry of Education granted an EST 4 or an HSA Type B on the basis of that standing.

F] The Ontario Department of Education announced a policy some years ago of accepting secondary grades on a year-for-year basis, thus implying that Grade 12 in other provinces is equal to an Ontario Grade 12.

New Brunswick

G Evaluation in New Brunswick is based on years of post-secondary education. Consequently, if a Nova Scotia student enters university after Grade 11, the Nova Scotia Grade 11 is in effect counted as equal to the New Brunswick Grade 12. However, if the Nova Scotia student enters university after Grade 12, the Nova Scotia Grade 12 is in effect counted as equal to the New Brunswick Grade 12.

Table 2. Probable Salary Category Assessments, Academic Teachers

Assumptions

The assessments in this table are based upon the following assumptions:

1. The teacher was trained in Canada
2. Training includes one year of professional studies
3. All other training was in an accredited university (or received university credit)
4. Criteria related to teaching subjects were met
5. There are no year duplications (i.e. 1st year Science & 1st year Arts).

Province	Last Grade H.S.	Category	Certificate & Degree	Salary Category that would LIKELY be assigned by classification agency in: B.C.	Alta.	Sask.	Man.	Ontario QECO	Ontario OSSTF	Que.	N.B.	N.S.	P.E.I.	Nfld.	N.W.T.	Yukon
B.C.	12	1	Teaching Licence	[redacted]	*	*	*	*	*	*	*	*	*	*	0 [C]	*
		2			*	II	II	*	*	*	*	*	*	C.II	1	2
		3	Std.		3 [C]	III	III	*	*	*	*	TC 3	*	C.III	2	3
		4	Std. or Prof. B		4	IV	IV	* [F]	*	*	C.IV	TC 4	C.4	C.IV	3	4
		5	Prof.		5	V	V	A1-2	A1-2	16	C.V	TC 5	C.5	C.V	4	5
		6	M		6	VI [E]	VI	A2-4	A2-4	17	C.VI	TC 6	C.6	C.VI	5	6
Alta.	12	1		*	[redacted]	*	*	*	*	*	*	*	*	C.II	1	*
		2		*		II	II	*	*	*	*	TC 3	*	C.III	2	2
		3	Prov.	3		III	III	*	*	*	*	TC 4	*	C.IV	3	3
		4	Prof. B	4		IV	IV	A1-2	A1-2	16	C.IV	TC 5	C.4	C.V	4	4
		5		5		V	V	A2-4	A2-4	17	C.V	TC 6	C.5	C.VI	5	5
		6	M	6 [A]		VI [E]	VI	A2-4	A2-4	18	C.VI	TC 7	C.5A, 6	C.VII	6	6
		7		6 [A]		VI	VII	A2-4	A2-4	19	C.VI	TC 8	C.6	C.VII	6	6
		8	D	6 [A]		VI	VII	A2-4	A2-4	20	C.VI	TC 8	C.6	C.VII	6	6

B Bachelor's Degree
H Honours Bachelor's
M Master's Degree
D Doctoral Degree

* No current certification at this level

Footnotes appear at end of table.

Table 2. Probable Salary Category Assessments, Academic Teachers

Province	Last Grade H.S.	Category	Certificate & Degree	Salary Category that would LIKELY be assigned by classification agency in: B.C.	Alta.	Sask.	Man.	Ontario OSCO	Ontario OSSTF	Que.	N.B.	N.S.	P.E.I.	Nfld.	N.W.T.	Yukon
Sask.	12	I	Std.	*	*		*	*	*	*	*	*	*	C.II	1	*
		II		*	*		II	*	*	*	*	TC 3	*	C.III	2	2
		III		3	3		III	*	*	*	*	TC 4	*	C.IV	3	3
		IV	Prof. B	4	4		IV	A1-2	A1-2	16	C.IV	TC 5	C.4	C.V	4	4
		V		5	5		V	A2-4	A2-4	17	C.V	TC 6	C.5	C.VI	5	5
		VI		5, 6 [A]	6		VI	A2-4	A2-4	18	C.VI	TC 7	C.5A, 6	C.VII	6	6
Man.	12	I	1st class	*	*	*		*	*	*	*	*	*	C.II	1	*
		II		*	*	II		*	*	*	*	TC 3	*	C.III	2	2
		III		3	3	III		*	*	*	*	TC 4	*	C.IV	3	3
		IV	Prof. B	4	4	IV		A1-2	A1-2	16	C.IV	TC 5	C.4	C.V	4	4
		V		5	5	V		A2-4	A2-4	17	C.V	TC 6	C.5	C.VI	5	5
		VI		5,6 [A]	6	VI [B]		A2-4	A2-4	18	C.VI	TC 7	C.5A, 6	C.VII	6	6
		VII		5,6 [A]	7	VI		A2-4	A2-4	19	C.VI	TC 8	C.6	C.VII	6	6
Ont. (OSCO)	13	D	EST 1	*	*	*	*		*	*	*	*	*	C.II	1	*
		C	EST 2	3	*	II	II		*	*	*	TC 3	*	C.III	2	2
		B	EST 3	4	3	III	III		*	*	*	TC 4	C.4	C.IV	3	3
		A1	EST, HSA(S) B	5	4	IV	IV		A1	16	C.IV	TC 5	C.5	C.V	4	4
		A2	EST, HSA(B) B	5	4	IV	IV		A2	16	C.IV	TC 5	C.5	C.V	4	4
		A3	HSA(A) H	5 or 6 [A]	5	V	V		A3	17	C.V	TC 6	C.5A	C.VI	5	5
		A4		5 or 6 [A]	5,6	V, VI [B]	V, VI		A4	17	C.V	TC 6,7	C.5A	C.VI	5	5,6

B Bachelor's Degree
H Honours Bachelor's
M Master's Degree
D Doctoral Degree

Table 2. Probable Salary Category Assessments, Academic Teachers

Province	Last Grade H.S.	Category	Certificate & Degree		Salary Category that would LIKELY be assigned by classification agency in: B.C.	Alta.	Sask.	Man.	Ontario AQEO	Ontario OSSTF	Que.	N.S.	N.S.	P.E.I.	Nfld.	N.W.T.	Yukon
Ont.	13	1	HSA(B)	B	5	4	IV	IV	A1		16	C.IV	TC 5	C.5	C.V	4	4
(OSSTF)		2	HSA(B)	B	5	4	IV	IV	A2		16	C.IV	TC 5	C.5	C.V	4	4
		3	HSA(A)	H	5 or 6 [A]	5	V	V	A3		17	C.V	TC 6	C.5A	C.VI	5	5
		4			5 or 6 [A]	5, 6	V, VI [C]	V, VI	A4		17	C.V	TC 6,7	C.5A	C.VI	5	5,6
					[B]												
Que.	11	12			*	*	*	*	*	*		*	*	*	*	0 [E]	*
		13			*	*	*	*	*	*		*	*	*	C.II	1	*
		14			*	*	*	II	*	*		*	*	*	C.III	2	2
		15		B	3	3 [D]	II, III	III	*	*		*	TC 3	*	C.IV	3	3
		16	Dipl.		4	4 [D]	III, IV	IV	A1-A2	A1-A2		C.IV	TC 4	C.4	C.V	4	4
		17			5	5 [D]	IV, V	V	A2-A4	A2-A4		C.V	TC 5	C.5	C.VI	5	5
		18		M	6	6 [D]	V, VI [C]	VI	A2-A4	A2-A4		C.VI	TC 6	C.6	C.VII	6	6
		19			6	7 [D]	VI	VII	A2-A4	A2-A4		C.VI	TC 7	C.6	C.VII	6	6
		20		D	6	8 [D]	VI	VII	A2-A4	A2-A4		C.VI	TC 8	C.6	C.VII	6	6
N.S.	12	T.L.			*	*	*	*	*	*	*		*	*	*	0 [E]	*
		C.I,II			*	*	II	II	*	*	*		*	*	C.II	1	2
		C.III			3	*	III	III	*	*	*		TC 3	*	C.III	2	3
		C.IV		B	4	3	IV	IV	* [F]	*	*		TC 4	C.4	C.IV	3	4
		C.V			5	4	V	V	A1-A2	A1-A2	16		TC 5	C.5	C.V	4	5
		C.VI		M	6	5	VI [F]	VI	A2-A4	A2-A4	17		TC 6	C.6	C.VI	5	6

B Bachelor's Degree
H Honours Bachelor's
M Master's Degree
D Doctoral Degree

Table 7. Probable Salary Category Assignments, Academic Teachers

Province	Last Grade H.S.	Category	Certificate & Degree	Salary Category that would LIKELY be assigned by classification agency in: B.C.	Alta.	Sask.	Man.	Ontario OECD	Ontario OSSTF	Que.	N.B.	N.S.	P.E.I.	Nfld.	N.W.T.	Yukon
N.S.	11	T.C.1		*	*	*	*	*	*	*	*	[redacted]	*	*	0	*
		T.C.2		*	*	*	*	*	*	*	*		*	C.II	1	*
		T.C.3		*	*	II	II	*	*	*	*		*	C.III	2	2
		T.C.4		3	3	III	III	*	*	*	(C.III), C.IV		*	C.IV	3	3
		T.C.5	B	4	4	IV	IV	A1-A2	A1-A2	16	C.IV,V		C.4	C.V	4	4
		T.C.6	M	5	5	V	V	A2-A4	A2-A4	17	C.V,VI		5, 5A	C.VI	5	5
		T.C.7		6	6	VI	VI	A2-A4	A2-A4	18	C.VI		C.6	C.VII	6	6
		T.C.8	D	6	7	VI	VII	A2-A4	A2-A4	19	C.VI		C.6	C.VII	6	6
P.E.I.	12	C.1		*	*	*	*	*	*	*	*	*	[redacted]	*	*	*
		C.2		*	*	*	*	*	*	*	*	*		C.II	1	2
		C.3		3	*	II	II	*	*	*	*	TC 3		C.III	2	3
		C.4	B	4	3	III	III	*	*	*	C.IV	TC 4		C.IV	3	4
		C.5		5	4	IV	IV	A1-A2	A1-A2	16	C.V	TC 5		C.V	4	5
		C.5(a)	M	5	4, 5	IV, V	V	A2-A4	A2-A4	16, 17	C.VI	TC 6		C.VI	5	6
		C.6	M	6	5	V	V	A2-A4	A2-A4	17	C.VI	TC 6		C.VI	5	6
Nfld.	11	C.I		*	*	*	*	*	*	*	*	*	*	[redacted]	*	*
		C.II		*	*	*	*	*	*	*	*	*	*		1	*
		C.III		*	*	II	II	*	*	*	*	TC 3	*		2	2
		C.IV		3	3	III	III	*	*	*	C.IV	TC 4	*		3	3
		C.V	B	4	4	IV	IV	A1-A2	A1-A2	16	C.V	TC 5	C.4		4	4
		C.VI		5	5	V	V	A2-A4	A2-A4	17	C.VI	TC 6	C.5		5	5
		C.VII	M	6	6	VI	VI	A2-A4	A2-A4	18	C.VI	TC 7	C.6		6	6

B Bachelor's Degree
H Honours Bachelor's
M Master's Degree
D Doctoral Degree

Table 2. Probable Salary Category Assessments, Academic Teachers

Province	Last Grade H.S.	Category	Certificate & Degree	Salary Category that would LIKELY be assigned by classification agency in: B.C.	Alta.	Sask.	Man.	Ontario OECD	Ontario OSSTF	Que.	N.B.	N.S.	P.E.I.	Nfld.	N.W.T.	Yukon
N.W.T.	12	1		*	*	*	*	*	*	*	*	*	*	*	[redacted]	*
		2		*	*	II	II	*	*	*	*	TC 3	*	C.II		2
		3		3	3	III	III	*	*	*	*	TC 4	*	C.III		3
		4		4	4	IV	IV	A1-A2	A1-A2	16	C.IV	TC 5	C.4	C.IV		4
		5		5	5	V	V	A2-A4	A2-A4	17	C.V	TC 6	C.5	C.V		5
		6		5, 6 [A]	6	VI	VI	A2-A4	A2-A4	18	C.VI	TC 7	C.5A, [illegible]	C.VI		6
Yukon	12	1		*	*	*	*	*	*	*	*	*	*	*	[redacted]	[redacted]
		2		*	*	II	II	*	*	*	*	TC 3	*	C.II		
		3		3	3	III	III	*	*	*	*	TC 4	*	C.III		
		4	B	4	4	IV	IV	A1-A2	A1-A2	16	C.IV	TC 5	C.4	C.IV		
		5		5	5	V	V	A2-A4	A2-A4	17	C.V	TC 6	C.5	C.V		
		6	M	6	6	VI	VI	A2-A4	A2-A4	18	C.VI	TC 7	C.6	C.VI		

B Bachelor's Degree
E Ecoles Bachelor's
M Master's Degree
D Doctoral Degree

Footnotes

British Columbia

A Category 6 only assigned if six full academic years have been successfully completed and a Master's degree is held. No equivalents recognized.

B As of September 1, 1976, B.C. will grant the following equivalences for Ontario: Category B - 3, A1 - 4, A2 - 4, A3 - 5, A4 - 5 (unless Master's degree requiring six post-secondary years is also held).

Alberta

C Equivalences granted apply only to British Columbia high school credentials gained after 1967.

D These evaluations do not apply to graduates of collèges classiques and/or écoles normales.

Saskatchewan

E Master's degree must represent two full years of study to qualify for Saskatchewan Category VI.

Ontario

F QECO would award A1 at this level if the Ontario Ministry of Education granted an EST 4 or an HSA Type B on the basis of that standing.

N.W.T.

G Teachers assessed as Jr. Matric. + 1 are paid at the minimum for Jr. Matric. + 2 (Level 1) teachers.

H As the Yukon has no teacher centres, N.W.T. does not accept Yukon certificates.

Table 3. Suggested Equivalency Table for National Comparisons of Teacher Salaries and Qualifications

Province	Last Grade of High School	Category A (Bachelor's)	B (Bachelor's Honours)	C (Master's)	D	E (Doctor's)
B.C.	12	Cat. 4	Cat. 5	Cat. 6 (Master's required)		
Alta.	12	Cat. 4	Cat. 5 (Bachelor's)	Cat. 6	Cat. 7 (Master's)	Cat. 8 (Doctorate)
Sask.	12	Class IV	Class V	Class VI (Master's)		
Man.	12	Class IV (Bachelor's required)	Class V	Class VI (graduate degree)	Class VII	
Ont. QECO	13	A1, A2 (Bachelor's)	A3, A4 (Honours)			
OSSTF	13	1, 2	3, 4			
Que.	1st year CEGEP	16 yrs of schooling (Bachelor's)	17 yrs. of schooling (1-yr. Masters)	18 yrs. of schooling (2-yr. Masters)	19 yrs. of schooling	20 yrs. of schooling (Doctorate)
N.B.	12	Cert. IV (Bachelor's)	Cert. V	Cert. VI (Master's)		
N.S.	12	TC 5 (Bachelor's)	TC 6	TC 7	TC 8	
P.E.I.	12	Cert. 4	Cert 5	Cert. 5A, Cert. 6 (Master's)		
Nfld.	1st year Memorial	Cert. V (Bachelor's)	Cert. VI	Cert. VII (Master's)		
N.W.T.	12	Level 4	Level 5	Level 6		
Yukon	12	Cat. 4	Cat. 5 (Bachelor's)	Cat. 6		

Table 4. British Columbia Equivalency Table

Province or Territory		British Columbia Category 4	5	6
Alberta		4	5	6
Saskatchewan		IV	V	VI
Manitoba		IV	V	VI
* Ontario	QECO	A1, A2	A3, A4	
	OSSTF	1, 2	3, 4	
Quebec		16	17	18
New Brunswick		C.IV	C.V	C.VI
Nova Scotia		TC 5	TC 6	TC 7
P.E.I.		C.4	C.5	C.6
Newfoundland		C.V	C.VI	C.VII
N.W.T.		4	5	6
Yukon		4	5	6

* Evaluation effective September 1, 1976

Table 5. Alberta Equivalency Table

Province or Territory		Alberta Category 4	5	6
British Columbia		4	5	6
Saskatchewan		IV	V	VI
Manitoba		IV	V	VI
Ontario	QECO	A1, A2	A3, A4	
	OSSTF	1, 2	3, 4	
Quebec		16	17	18
* New Brunswick		C.V	C.VI	
Nova Scotia		TC 5	TC 6	TC 7
* P.E.I.		C.5	C.6	
Newfoundland		C.V	C.VI	C.VII
N.W.T.		4	5	6
Yukon		4	5	6

* Evaluation differs from national equivalency table

Table 6. Saskatchewan Equivalency Table

Province or Territory		Saskatchewan Category Class IV	Class V	Class VI
British Columbia		4	5	6
Alberta		4	5	6
Manitoba		IV	V	VI
Ontario	QECO	A1, A2	A3, A4	
	OSSTF	1, 2	3, 4	
* Quebec		16-17	17-18	18-19
New Brunswick		C.IV	C.V	C.VI
Nova Scotia		TC 5	TC 6	TC 7
* P.E.I.		C.5	C.6	
Newfoundland		C.V	C.VI	C.VII
N.W.T.		4	5	6
Yukon		4	5	6

* Evaluation differs from national equivalency table

Table 7. Manitoba Equivalency Table

Province or Territory		Manitoba Category Class IV	Class V	Class VI
British Columbia		4	5	6
Alberta		4	5	6
Saskatchewan		IV	V	VI
Ontario	QECO	A1, A2	A3, A4	
	OSSTF	1, 2	3, 4	
* Quebec		16	17	18
New Brunswick		C.IV	C.V	C.VI
Nova Scotia		TC 5	TC 6	TC 7
* P.E.I.		C.5	C.6	
Newfoundland		C.V	C.VI	C.VII
N.W.T.		4	5	6
Yukon		4	5	6

* Evaluation differs from national equivalency table

Table 8. Ontario Equivalency Table

Province or Territory	Ontario Categories	
	QECO : A1, A2	A3, A4
	OSSTF : 1, 2	3, 4
* British Columbia	5	**
Alberta	4	**
Saskatchewan	IV	**
Manitoba	IV	**
Quebec	16	**
* New Brunswick	C.V	**
Nova Scotia	TC 5	**
* P.E.I.	C.5	**
Newfoundland	C.V	**
N.W.T.	4	**
Yukon	4	**

* Evaluation differs from national equivalency table

** Additional qualifications would be classified from A2 to A4 depending on content and standing obtained.

Table 9. Quebec Equivalency Table

Province or Territory		Quebec Category		
		16	17	18
* British Columbia		5	6	
Alberta		4	5	6
Saskatchewan		4	5	6
Manitoba		4	5	6
Ontario	QECO	A1, A2	A3, A4	
	OSSTF	1, 2	3, 4	
* New Brunswick		C.V	C.VI	
Nova Scotia		TC 5	TC 6	TC 7
* P.E.I.		C.5	C.6	
Newfoundland		C.V	C.VI	C.VII
N.W.T.		4	5	6
Yukon		4	5	6

* Evaluation differs from national equivalency table

Table 10. New Brunswick Equivalency Table

Province or Territory		New Brunswick Category		
		C.IV	C.V	C.VI
British Columbia		4	5	6
Alberta		4	5	6
Saskatchewan		IV	V	VI
Manitoba		IV	V	VI
Ontario	QECO	A1, A2	A3, A4	
	OSSTF	1, 2	3, 4	
Quebec		16	17	18
* Nova Scotia		TC.4,5	TC.5,6	TC.6,7
P.E.I.		C.4	C.5	C.6
* Newfoundland		C.IV	C.V	C.VI
N.W.T.		4	5	6
Yukon		4	5	6

* Evaluation differs from national equivalency table

Table 11. Nova Scotia Equivalency Table

Province or Territory		Nova Scotia Category		
		TC 5	TC 6	TC 7
* British Columbia		5	6	
Alberta		4	5	6
Saskatchewan		IV	V	VI
Manitoba		IV	V	VI
Ontario	QECO	A1, A2	A3, A4	
	OSSTF	1, 2	3, 4	
* Quebec		17	18	19
* New Brunswick		C.V	C.VI	
* P.E.I.		C.5	C.6	
Newfoundland		C.V	C.VI	C.VII
N.W.T.		4	5	6
Yukon		4	5	6

* Evaluation differs from national equivalency table.

Table 12. Prince Edward Island Equivalency Table

Province or Territory		Prince Edward Island Category C.4	C.5	C.6
British Columbia		4	5	6
Alberta		4	5	6
Saskatchewan		IV	V	VI
Manitoba		IV	V	VI
* Ontario	QECO	B	A1, A2	A3, A4
	OSSTF		1, 2	3, 4
Quebec		16	17	18
New Brunswick		C.IV	C.V	C.VI
Nova Scotia		TC 5	TC 6	TC 7
Newfoundland		C.V	C.VI	C.VII
N.W.T.		4	5	6
Yukon		4	5	6

* Evaluation differs from national equivalency table

Table 13. Newfoundland Equivalency Table

Province or Territory		Newfoundland Category Cert. V	Cert. VI	Cert. VII
* British Columbia		5	6	
Alberta		4	5	6
Saskatchewan		IV	V	VI
Manitoba		IV	V	VI
Ontario	QECO	A1, A2	A3, A4	
	OSSTF	1, 2	3, 4	
Quebec		16	17	18
* New Brunswick		V	VI	
Nova Scotia		TC 5	TC 6	TC 7
* Prince Edward Island		C.5	C.6	
* N.W.T.		5	6	
* Yukon		5	6	

* Evaluation differs from national equivalency table

Table 14. Northwest Territories Equivalency Table

	Province or Territory		Northwest Territories Category Level 4	Level 5	Level 6
*	British Columbia		5	6	
	Alberta		4	5	6
	Saskatchewan		IV	V	VI
	Manitoba		IV	V	VI
	Ontario	QECO	A1, A2	A3, A4	
		OSSTF	1, 2	3, 4	
	Quebec		16	17	18
*	New Brunswick		C.V	C.VI	
	Nova Scotia		TC 5	TC 6	TC 7
*	P.E.I.		C.5	C.6	
	Newfoundland		C.V	C.VI	C.VII
	Yukon		**		

* Evaluation differs from national equivalency table

** No equivalences stated because Yukon does not have teacher training programs.

Table 15. Yukon Equivalency Table

	Province or Territory		Yukon Category Cat. 4	Cat. 5	Cat. 6
	British Columbia		4	5	6
	Alberta		4	5	6
	Saskatchewan		IV	V	VI
	Manitoba		IV	V	VI
	Ontario	QECO	A1, A2	A3, A4	
		OSSTF	1, 2	3, 4	
	Quebec		16	17	18
	New Brunswick		C.IV	C.V	C.VI
	Nova Scotia		TC 5	TC 6	TC 7
*	P.E.I.		C.5	C.6	
	Newfoundland		C.V	C.VI	C.VII
	N.W.T.		4	5	6

* Evaluation differs from national equivalency table